



# Lampton School

a DfE Outstanding Academy & Teaching School

**Excellence, Respect, Integrity**

Date: September 2021

Dear Applicant,

## Excellence, Respect, Integrity

Thank you for your enquiry about a vacancy at Lampton School. Please find enclosed an information pack, person specification and application form.

### About our school:

All of our work as a school community is driven by our three core values of excellence, respect and integrity. This feeds into our vision statement, with the centrality of pedagogy and progress for all as paramount. Please take time to read these documents which are part of the candidate information pack.

Lampton School is situated in the centre of Hounslow and serves a diverse catchment area. The cultural, faith and social diversity of the school is a great strength and it is expected that successful applicants will be able to demonstrate a real commitment to the promotion of equal opportunities issues and achievement for all. Lampton is a very popular school with nearly 1,300 applications for the 240 places on offer in Year 7 in 2021.

Although the school is located in central Hounslow, we are fortunate that our site contains a generous allocation of green fields. The school is well connected to Central London via the Piccadilly Line and south London via Hounslow mainline station. The A4 provides easy access by car to the M25, M40, M4 and M3 with staff commuting from outside of London.

In May 2008 & May 2013 the school was judged to be outstanding by OFSTED. In 2011, we became one of the first Teaching Schools in the country and in 2016 we became a SCITT. These are known as the London West Alliance, with Lampton acting as the lead school in both partnerships. From September 2021 we are part of the Teach West Teaching School Hub - taking a lead role in the delivery of the Early Career Framework in Hounslow.

The school is committed to the professional development and well-being of all staff. Currently, we are a pilot school for the 'Hounslow Workload Charter' with a dedicated workload reduction champion on SLT. All staff have access to support through our employee support scheme APL giving access to on-line medical and welfare support.

### Our examination results and students:

Our students consistently make progress which is significantly above the national average at GCSE and 'A' Level. Our 2018 & 2019 Progress 8 score was 'well above the national average' and at A Level our ALPS score places us in the 10% of providers over a 3 year period. Our students are lively, friendly and aspirational with very good attitudes towards their work. Our school rules are very easy to remember and apply: we expect students to be 'Ready, Respectful, Safe.' We are very proud of their academic and social achievements and we are fully committed to the development of student voice.



Headteacher: Stephen Davis

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## Our facilities:

The school is located on a large, open site with extensive playing fields. There is a dedicated facility which houses the London West Alliance and SCITT, a purpose built £1.9m Sixth Form Centre and a brand new £2m dining facility. Subject departments have their own specialist accommodation with associated work rooms for staff. Extensive investment in the IT and AV infrastructure has taken place in Summer 2021, with interactive panels in every classroom.

## What are we looking for in staff to work at Lampton?

We are looking for staff who are committed to our core values and vision, which are outlined in the application pack, their own professional learning and have high expectations of students in terms of their behaviour and attitude towards work. We are a uniform school and all staff are expected to actively support this policy. There is a staff dress code to which all staff adhere; please take time to read the Code of Conduct for all staff. The professional learning opportunities for staff in this school are outstanding; a dedicated one hour Continuing Professional Learning (CPL) session is part of the timetable each week for all staff. This CPL programme, led by members of staff at all levels, enables staff to construct a programme which is personalised and matches their Performance Management targets. We have adopted Blue Sky to manage the PM process.

## What do our staff say about working at Lampton?

In a recent survey about workload, staff said:

- Lesson planning requirements are realistic and not over burdensome;
- Detailed lesson plans are not routinely required;
- Excellent professional development opportunities;
- SLT set realistic and achievable deadlines;
- There are clear expectations of staff and clear support networks in school for staff;
- There is consultation with staff when significant change is proposed and staff are clear about how they can contribute to this process.

## Some quotes from our staff voice survey:

*"There is a strong sense of a community; working towards a common purpose"*

*"The school is very good at developing staff that are new to teaching"*

*"Experienced staff share their experiences with less experienced teachers"*

*"Staff social activities are well attended and help support each other"*

*"Support from SLT and other leaders within the school who have aided my development has been second to none and have helped me grow professionally."*

*"Pupils are very focused and well mannered. The school's ethos is reflected around the school by staff and students."*

*"The school is incredibly understanding when it comes to personal issues and how they can support the staff. This is most certainly appreciated and respected by the staff members."*

## Our annual survey of teachers (2021) said:

*"Leaders were highly approachable, supportive and thanked staff frequently."*

*"Behaviour expectations were high and reinforced with students very frequently."*

*"Collegiality amongst staff was outstanding with colleagues supporting and caring for each other."*



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If you decide to make an application to the school please look carefully at the Job Description and Person Specification before completing your application. Candidates who are called for interview will be expected to produce their examination certificates on the day of the interview.

I do hope that you decide to make an application. If you wish to speak to a member of staff about the post please don't hesitate to ring the school. Please ask to speak to my PA, Rina Sehgal.

At Lampton we actively encourage and support the safeguarding and protection of all its pupils. This post is subject to an enhanced DBS disclosure.

I look forward to receiving your application.

Yours sincerely

Stephen Davis  
Headteacher